

CITY OF NEWPORT BEACH

BENEFITS SUMMARY

Newport Beach Police Management Association

Effective January 1, 2012 through December 31, 2014

This is a partial list of employee fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.

COMPENSATION

<u>Salary Adjustments:</u> Effective March 1, 2012, salary ranges for all classifications covered by NBPMA will be adjusted 2%. Effective the first payroll on or after July 1, 2013, there will be a minimum 1% and maximum 2% salary adjustment based on the Consumer Price Index (CPI) for the 12 month period ending March 31 (All Urban Consumers; LA-Riverside-Orange County). Effective the first payroll on or after July 1, 2014, there will be a minimum 1% and maximum 2.5% salary adjustment based on the Consumer Price Index (CPI) for the 12 month period ending March 31 (All Urban Consumers; LA-Riverside-Orange County).

*Effective July 1, 2013, the base salary for all unit Safety members shall be increased by 3.1% (concurrent with the implementation of Government Code Section 20516(a) cost sharing).

<u>Overtime</u>: Employees receive time and one half (1.5) for hours worked in excess of the regularly scheduled shift. Captains are exempt from overtime and shall be eligible for a maximum of eighty (80) hours Administrative Leave per calendar year (based on recommendation by the Police Chief and approved by the City Manager).

Overtime Compensation- Court: Off-duty employees on-call for court shall receive compensation equal to the actual standby time with a minimum of one (1) hour paid at time and one-half (1-1/2) of employee's regular rate of pay. Off-duty employees who are required to appear in court shall be compensated for the actual time with a minimum of two (2) hours paid at time and one-half (1-1/2) of employee's regular rate of pay. Off-duty employees whose court appearance is cancelled with less than 12 hours notice shall receive one (1) hour of regular pay.

Uniform Allowance: Provided by the City and reported to PERS as \$1,350 per year.

<u>Scholastic Achievement Pay:</u> Employees may be eligible for additional compensation based on years of service and scholastic achievement. Refer to the current MOU for the list of scholastic achievement pay.

<u>Holiday Time:</u> 3.7 hours per pay period. NBPMA Employees have the option to irrevocably elect to receive it in cash and reported to PERS as a special compensation <u>or</u> add all or any portion of to their flex leave bank in lieu of a cash payment. Holiday time added to flex leave bank will not be reported to PERS as special compensation.

<u>Bilingual Pay:</u> \$200 per month for Spanish; additional languages may be certified for compensation by the Chief of Police. Testing is required.

LEAVES

Flex Leave/Longevity Pay: NBPMA personnel shall accrue Flex Leave at the following rates:

	Staff Employee	Longevity Pay
Years of Cont. Svc	Hours/Pay Period	Increase
.5 but less than 5	5.69231	0.00%
5 but less than 9	6.30616	0.00%
9 but less than 12	6.92152	0.00%
12 but less than 16	7.53696	0.75%
16 but less than 20	7.53696	1.50%
20 but less than 25	7.53696	2.25%
25 and over	7.53696	3.0%

<u>Bereavement Leave:</u> NBPMA employees are entitled to forty (40) hours per incident for immediate family (terminal illness followed by death is considered one incident).

Jury Duty: Paid leave up to sixty (60) days when required by law to attend a legal proceeding as a juror.

FRINGE BENEFITS

<u>Cafeteria Plan:</u> Effective March 1, 2012 the City contributes \$1,174 per month, plus the CalPERS medical contribution, for medical, dental and vision benefits. Effective January 1, 2013, the cafeteria amount will increase to \$1,274; and effective January 1, 2014, the cafeteria amount will increase to \$1,324 per month. Those members participating in the opt-out program shall be permitted to cash out no more than \$1,274 monthly.

<u>Disability Insurance:</u> City disability coverage requires a 30 calendar day waiting period. The weekly benefit is 66.67% of gross salary up to maximum of \$10,000 per month.

Life Insurance: City paid policy up to \$50,000 in coverage based on annual salary.

Employee Assistance Program (EAP): The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.

Retirement Benefits:

<u>TIER 1</u> (for employees hired on or before November 23, 2012 and in the 3%@50 formula): Final calculation will be the single highest year and to the extent the City pays a portion of the normal individual member PERS contribution, the contribution will be reported to PERS as special compensation. Effective October 5, 2012, unit members under the 3%@50 formula shall pay a 6.25% member contribution and effective July 1, 2013, unit members shall contribute an additional 2.75% member contribution (totaling 9%). Also effective July 1, 2013, per the 20516(a) cost sharing provision, employees shall contribute an additional 3.1% of the Employer contribution, subject to the terms of the current MOU.

<u>TIER 2</u> (for employees hired under the 3%@55 formula): Final calculation will be the average three consecutive highest years salary. Members hired under the second tier shall pay a 9% member contribution and are subject to additional contributions under the terms of the current MOU. Effective July 1, 2013, per the 20516(a) cost sharing provision, employees shall contribute an additional 3.1% of the Employer contribution, subject to the terms of the current MOU.

- 2 - Updated: 1/24/13 Revised: 2/1/13 (sr) <u>TIER 3</u> (for employees hired under PEPRA retirement plan 2.7%@57 formula): Provisions of pension reform include members paying 11.25% member contribution and are subject to additional contributions under the terms of the current MOU, caps on pensionable income, and an average three year final calculation.

RETIREE MEDICAL BENEFIT

Retiree Health Benefits Program: The City participates in a retiree medical program for employees through a Retiree Health Savings plan (RHS), with contributions paid by both the City and the employee. Employees employed prior to January 1, 2006 whose age and years of services total 50 or more, select from either the fully-converted plan or hybrid plan. Employees employed after January 1, 2006 participate in the fully-converted plan only.

FULLY-CONVERTED PLAN

I. Payments by Employee to City to support program prior to retirement:

None

- II. Contributions to Employee RHS Account During Employment:
 - 1. 1% Salary Contribution (Employee contribution).
 - 2. \$2.50 per month for each year of service plus age (City contribution; must be vested with 5 yrs City service).
 - \$100 per month for every month paid into "old" system prior to January 1, 2006 (15 year maximum); (City contribution at time of retirement must retire from City).
 - Cash from conversion of leave at retirement (Employee contribution 90% of flex/vacation* and 90% of sick).
- III. City Contributions to Employee RHS
 Account After Retirement:
 None.

HYBRID PLAN

I. Payment by Employee to City to support program prior to retirement:

\$100 per month until retirement

- II. Contributions to Employee RHS
 Account During Employment
 - 1. 1% Salary Contribution (Employee contribution).
 - 2. No City Contribution.
 - \$75 per month for every month paid into "old" system prior to January 1, 200 (15 year maximum); (City contribution at time of retirement must retire from City).
 - 4. Cash from conversion of leave at retirement (Employee contribution 90% of flex/vacation* and 90% of sick).
- III. City Contributions to Employee RHS
 Account After Retirement:
 \$400 per month.

<u>Tuition Reimbursement:</u> Maximum tuition reimbursement is \$1,400 per fiscal year.

MISCELLANEOUS PROVISIONS

Direct Deposit: All unit employees shall participate in the City's direct deposit program.

- 3 - Updated: 1/24/13 Revised: 2/1/13 (sr)